

**State & Local Government Committee Amendment #1**

**Amendment No. 1 to SB1228**

**Cohen  
Signature of Sponsor**

**FILED**

Date \_\_\_\_\_

Time \_\_\_\_\_

Clerk \_\_\_\_\_

Comm. Amdt. \_\_\_\_\_

**AMEND Senate Bill No. 1228\***

**House Bill No. 2126**

by deleting all language after the enacting clause and substituting instead the following:

SECTION 1. Tennessee Code Annotated, Section 8-30-214(d), is amended by deleting such subsection in its entirety and substituting instead the following language:

(d)

(1) The department of personnel shall consult with the Tennessee State Employees Association to develop a comprehensive pay plan (CPP) for state employees, which shall be as competitive as possible in order to attract and retain a high quality workforce to effectively deliver State services to Tennessee's citizens. The CPP shall be developed during the 2006-2007 fiscal year with an implementation date of July 1, 2008. The CPP shall involve adjusting individual employee compensation in a manner which moves employees through their salary ranges to avoid future salary compression issues. The CPP shall consider education requirements, training, performance, job duties, job responsibilities and experience ensuring that employees are appropriately classified in accordance with primary job duties and responsibilities of their positions.

(2) The department shall report initial plan recommendations to the governor, the speaker of the senate, the speaker of the house of representatives and the chairs of the house and senate finance, ways and means committees prior to November 15, 2006.

SECTION 2. This act shall take effect July 1, 2006, the public welfare requiring it.